

Amended April 2018

**EEO Public File Report
Cox Media Group - WFTV-TV & WRDQ (Orlando)
Reporting Cycle: 10/01/2016 to 09/30/2017**

Full-Time Positions Filled

Requisition	Date Opened	Date Filled	Start Date	Recruitment Source	Interviewed	Hired
1614720, Meteorologist	10/13/2016	12/21/2016	1/1/2017	Cox Career Site	1	1
1615476, Television News Photographer	10/31/2016	1/9/2017	12/12/2016	Referral - Employee Referral	2	1
				Cox Career Site	1	0
1618284, Graphic Designer	12/21/2016	2/20/2017	2/27/2017	Cox Career Site	3	1
				Job Board - Indeed	2	0
				Referral - Employee Referral	2	0
1618340, News Producer	12/21/2016	3/2/2017	3/13/2017	Cox Career Site	1	1
171863, Assignment Editor	2/7/2017	3/30/2017	4/3/2017	Job Board - Indeed	1	1
172759, Sales Assistant	2/13/2017	4/19/2017	4/20/2017	Referral - Employee Referral	2	1
				Cox Career Site	2	0
				Job Board - Indeed	1	0
173383, Digital Sales Specialist	2/17/2017	4/27/2017	5/1/2017	Referral - Employee Referral	3	1
				Job Board - Glassdoor	1	0
170725, Television News Photographer	1/11/2017	6/1/2017	6/9/2017	Job Board - Indeed	1	1
				Directly Sourced by a Cox Recruit	1	0
				Referral - Employee Referral	1	0
1710027, Account Executive	6/21/2017	7/12/2017	7/13/2017	Cox Career Site	1	1
173993, Reporter Lmkt	3/7/2017	8/4/2017	8/7/2017	Agency - Britomart Associates	1	1
1712166, Account Executive	7/25/2017	8/14/2017	8/14/2017	Referral - Employee Referral	1	1
				Job Board - Indeed	1	0
1712001, Reporter, Large Market	7/20/2017	9/15/2017	9/18/2017	Cox Career Site	9	1
				Job Board - Indeed	1	0

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Recruitment Sources					
Cox Media Group - WFTV-TV & WRDQ (Orlando)					
October 1, 2016 - September 30, 2017					
No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	Bethune Cookman College 640 Mary McLeod Bethune Blvd., Daytona Beach, FL, 32114	Contact: Davita Bonner Phone: (386) 481-2143	bonnerd@cookman.edu		N
2	Hillsborough Community College Dale Mabry Student Services Bldg., Room 202, 4001 Tampa Bay Blvd., Tampa, FL, 33461	Contact: Lorraine Canalejo Phone: (813) 253-7310	lcanelejo@hccfl.edu		Y
3	Florida Memorial University 15800 NW 42nd Ave., Miami Gardens, FL, 33054	Contact: Bill Jong-Ebot Phone: (305) 626-3162	webot@fmuniv.edu		Y
		Contact: Athena Jackson Phone: (305) 626-3782	athena.jackson@fmuniv.edu sbain@fmuniv.edu		
4	Rollins College 1000 Holt Ave., Suite 2587, Winter Park, FL, 32789	Contact: Career Center Phone: (407) 646-2195	careercenter@rollins.edu		N
5	St. Petersburg College 2465 Drew St., AD 115, Clearwater, FL, 33765	Contact: Rosaria Pipitone Phone: (727) 341-4722	Pipitone.rosaria@SPCollege.edu		N
6	University of Central Florida PO Box 161344, Orlando, FL, 32816 www.career.ucf.edu	Contact: Autumn Reisz Phone: (407) 823-2361			N
7	University of Tampa 401 W. Kennedy Blvd., Box K, Tampa FL, 33606	Contact: Mark Colvenbach Phone: (813) 253-7210	mcolvenbach@UT.edu		N
8	Valencia Community College 7108 N. Econolockhatchee Trail, Orlando, FL, 32825	Contact: Carmen Diaz Phone: (407) 582-1035	cdiaz@valenciacollege.edu		N
9	University of North Florida Founders Hall, Bldg. 2, Room 1100, 1 UNF Drive, Jacksonville, FL, 32224 www.unf.edu/careerservices	Contact: Brooke Hammon Phone: (904) 620-5104 Phone: (904) 620-2955	Brooke.hammon@unf.edu		Y
10	Flagler College PO Box 1027, St. Augustine, FL, 32084	Contact: Jessica Furlong Phone: (904) 819-6341	jfurlong@flagler.edu		N

11	Florida Gulf Coast University Cohen Center - First Floor, 10501 FGCU Blvd. S., Fort Myers, FL, 33965-65 https://www.collegecentral.com/fgcu	Contact: Natalie Artimez Phone: (239) 590-7365	Nartimez@fgcu.edu		N
12	Miami Media School 901 South Miami Avenue, Suite 303, Miami, FL, 33199	Contact: Ashley Serrate Phone: (305) 728-1120	aserrate@beonair.com		N
13	University of Miami 5100 Brunson Drive, Frances L. Wolfson Building, Room 1022, Coral Gables, FL, 33146 www.com.miami.edu	Contact: Kebrina Maharaj Phone: (305) 284-6632 Fax: (305) 284-8186	kmaharaj@miami.edu		Y
14	Florida A&M University 1676 M.L. King Blvd., 100 Student Union Plaza, Tallahassee, FL, 32307 https://www.myinterfase.com/famu/employer	Contact: Melony Washington Phone: (850) 599-8808			N
15	Seminole State College 100 Weldon Blvd., Sanford, FL, 32773 www.myinterfase.com/seminolecc/employer	Contact: Michelle Borders Phone: (407) 708-2649			N
16	University of Florida POB 118507, CR-170, Wayne Reitz Union, Gainesville, FL, 32611 http://www.crc.ufl.edu/employers/Employers.html	Contact: Phyllis Pena Phone: (352) 273-2300			N
17	Florida State University 100 South Woodward Avenue, Tallahassee, FL, 32306-4162 https://fsu-csm.symplicity.com/employers/	Contact: Debra Crowder Phone: (850) 644-4023			N
18	University of South Florida 4202 East Bowler Ave., PSB101, Tampa, FL, 33620 http://www.usf.edu/career	Contact: Kathi Roche Phone: (813) 974-3202			N
19	Florida Atlantic University 777 Glades Road, SU 215, Boca Raton, FL, 33431 http://fau.edu/cdc/employers	Contact: Jennifer Berman Contact: Deon Robin Phone: (561) 297-3533			N
20	Florida International University 11200 SW 8th Street, Miami, FL, 33199 https://fiu-csm.symplicity.com/employers	Contact: Carmen Rosado Phone: (305) 348-7285			N
21	Cox Media Group Career Website Internet/Intranet - www.jobs.coxmediagroup.com	Company Internet Posting		18	N
22	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N

23	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		1	N
24	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website		7	N
25	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
26	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
27	Beyond Internet/Intranet - www.beyond.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
28	Monster Internet/Intranet - www.monster.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
29	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
30	America's Job Exchange (May 2016 - on-going) Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites			N
31	Employee Referrals	Referrals from current Employees		11	N
32	Women in Film and Television of Florida P.O. Box 533541 Orlando, FL, 32853-3541 www.womeninfilml.org	Contact: Nancy McBride	nancy@womeninfilml.org		Y
Recruitment Sources Used for Specific Vacancies					

1	Agency - ZeroChaos/WorkForce Logic	Contingent Labor Management Partner			N
	Internet/Intranet - www.zerochaos.com	Phone: (407) 770-6161			
	420 S. Orange Ave. Suite 600, Orlando, FL 32801				
2	Agency - Talent Dynamics	Placement Agency			N
	Internet/Intranet - www.talentedynamics.com	Phone: (214) 640-3139			
	600 E. Las Colinas Blvd. Suite 100, Irving, TX 75039				
3	Dice	Internet Posting			N
	Internet/Internat - www.dice.com				
4	Careerbuilder	Internet Posting			N
	Internet/Intranet - www.careerbuilder.com				
5	LinkedIn	Internet Posting			N
	Internet/Intranet - www.linkedin.com				
6	TAOnline	Internet Posting			N
	Internet/Intranet - www.taonline.com	September 2016 - November 2016			
7	Directly Sourced by Recruiter	Cox Recruiter	1		N
8	Agency - Britomart Associates	Placement Agency	1		N
	Internet/Intranet - www.britomart.com	Phone: (301) 933-4600			
	Betsy Mueller: betsy@britomart.com				

ORLANDO TELEVISION: WFTV-TV/WRDQ-TV
October 1, 2016 through September 30, 2017
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Longer-Term Recruitment Initiatives Implemented

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	November 10, 2016	Bethune Cookman University Student Station Visit	BCU Students came to WFTV to take a tour lead by our managers & employees to find out exactly what is required for different jobs within Television.	WFTV representatives gave tours of our television station and discussed details of their jobs and answered questions.	Marc Gomes/Keith Watkins Norm Levy/Nate Strack Cheryl Smith/Elissa Crooks Tonya Jones/Michelle Stevens
2	March 20, 2017	University of Central Florida Spring Intern Pursuit	Designed to give UCF students a chance to speak to businesses for potential internships & career possibilities	CMG Orlando TV hosted a table and our represented interviewed students interested in our Internship Program.	Dave Sirak
3	April 12, 2017	Bethune-Cookman University CMG Career Day	This special Career Day was put together just for CMG. We had exclusive interview time with over 50 students from the Communication Dept.	Cox Media Group worked on developing a relationship with Bethune Cookman a developing this Career Day where we invited representatives for several CMG locations to attend and interview.	John Keyes Sophia Lopez Norm Levy Daralene Jones
4	April-August, 2017	CMG Leadership Program "CMGLP"	Leadership development program designed for managers of managers	Increase capabilities, close skill gaps accelerate leaders readiness to be effective and strengthen talent	Sean Garcia
5	March, 2017 June, 2017 September, 2017	Frontline Leaders Program	Designed to provide frontline leaders with the tools necessary to manage themselves and others in a dynamic, changing, diverse workplace environment.	Cox Enterprises provides this training on an on-going basis for managers and leaders in the company	Sara Linartas Jeff Juniet Dave Ater
6	Ongoing	Orlando Science Center Partnership	Interactive Weather Exhibit that gives community the opportunity to interact with certified Meteorologist.	Allows students/adults to gain weather forecasting knowledge and spark interest in a television career.	Tom Terry - Chief Meteorologist Bryan Shields - Meteorologist
7	Ongoing	Learn@Cox	Hundreds of available courses covering virtually every aspect of business operations or personal development	Varies from 15 min coursework to several hours. Development Plans available for Managers and their staff	All Cox Media Group Employees
8	Ongoing	Paid Internship Program	CMG Orlando provides a paid Internship Program to give students first-hand experience in the career area they wish to pursue.	Cox Media Group has an ongoing relationship with local colleges and specialty schools to provide paid internships for student.	Available in all departments within CMG - Orlando TV